

# **MANAGEMENT POSITIONS BENEFIT POLICY**

The positions listed below are defined as Executive/Administrative positions in the City of Blythe for the purpose of this policy:

**BI-WEEKLY SALARY SCHEDULE FOR MANAGEMENT PERSONNEL SHALL BE AS FOLLOWS:**

<u>POSITION TITLE</u>	<u>RANGE</u>
City Manager	
Assistant City Manager	79
Director of Finance	75
Planning Director	75
Director of Public Works	75
Assistant Director of Public Works	72
City Engineer/Project & Contract Coord.	72
Golf Course/Parks Superintendent	71
Recreation Director	65
Police Department	
Police Chief	64
Police Captain	56
Police Lieutenant	52

Benefit package for these positions shall be as follows and effective 7/06/01:

- 5% COLA for fiscal year 2006/07**  
**Annual COLA:** Recommendation by City Manager consistent with Bargaining unit settlements.  
**Exceptions:**  
     City Manager Salary established by contract.  
     Police Administrators COLA to be consistent with Sworn MOU.
- ADMINISTRATIVE LEAVE:** 10 days annually (non-accruable)
- LONGEVITY: (Paid Bi-weekly)**

50.00	5 to 9	years of continuous service
100.00	10 to 14	years of continuous service
150.00	15 to 19	years of continuous service
200.00	20 Plus	years of continuous service

4. **VACATION CASH IN:** Cash in of vacation hours in excess of the maximum allowed for accrual. To be paid at the current rate of pay on June 30 of each fiscal year.

5. **SICK PAY BACK AND CASH IN PROVISIONS:**

1. Fifty percent (50%) cash pay back on the second payroll in November for sick leave earned but not used, in excess of 720 hours for the fiscal year July 1 through June 30. A maximum of 48 hours will be paid but not deducted from accrual, or

2. Request to cash in 50% of the sick leave accrued but not used in the fiscal year July 1 through June 30 to be paid at the current rate of pay on the second payroll in November. A maximum of 48 hours will be paid and hours will be deducted from accrual.

3. Upon retirement or termination, sick leave hours accrued shall be paid at the current rate of pay and shall be paid as follows:

50%	1 to 5	Years of continuous service
60%	6 to 9	Years of continuous service
70%	10 to 14	Years of continuous service
80%	15 to 19	Years of continuous service
100%	20 Plus	Years of continuous service

4. For Sworn personnel in this unit, maximum hours to be paid out at retirement will be 720 hours or the total amount accrued on the books may be converted to retirement service time.

6. **MEDICAL/DENTAL/VISION INSURANCES:** 100% of family coverage

7. **LIFE INSURANCE:** \$50,000

**(NOTE: NO CHANGES HAVE BEEN MADE TO THIS POLICY SINCE F/Y 2006/07)**

2006-2007 MANAGEMENT SALARY SCHEDULE  
EFFECTIVE JULY 1, 2006 BY RESOLUTION NO. 06-655

<u>RANGE</u>	<u>1 STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>
65	2089.26	2141.50	2195.03	2249.90	2306.16	2363.81	2422.90	2483.47
66	2141.50	2195.03	2249.90	2306.16	2363.81	2422.90	2483.47	2545.56
67	2195.03	2249.90	2306.16	2363.81	2422.90	2483.47	2545.56	2609.20
68	2249.90	2306.16	2363.81	2422.90	2483.47	2545.56	2609.20	2674.43
69	2306.16	2363.81	2422.90	2483.47	2545.56	2609.20	2674.43	2741.29
70	2363.81	2422.90	2483.47	2545.56	2609.20	2674.43	2741.29	2809.82
71	2422.90	2483.47	2545.56	2609.20	2674.43	2741.29	2809.82	2880.06
72	2483.47	2545.56	2609.20	2674.43	2741.29	2809.82	2880.06	2952.07
73	2545.56	2609.20	2674.43	2741.29	2809.82	2880.06	2952.07	3025.87
74	2609.20	2674.43	2741.29	2809.82	2880.06	2952.07	3025.87	3101.52
75	2674.43	2741.29	2809.82	2880.06	2952.07	3025.87	3101.52	3179.05
76	2741.29	2809.82	2880.06	2952.07	3025.87	3101.52	3179.05	3258.53
77	2809.82	2880.06	2952.07	3025.87	3101.52	3179.05	3258.53	3340.00
78	2880.06	2952.07	3025.87	3101.52	3179.05	3258.53	3340.00	3423.50
79	2952.07	3025.87	3101.52	3179.05	3258.53	3340.00	3423.50	3509.09
80	3025.87	3101.52	3179.05	3258.53	3340.00	3423.50	3509.09	3596.82
<u>RANGE</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	<u>STEP 12</u>	<u>STEP 13</u>	<u>STEP 14</u>	<u>STEP 15</u>	<u>STEP 16</u>
65	2545.56	2609.20	2674.43	2741.29	2809.82	2880.06	2952.07	3025.87
66	2609.20	2674.43	2741.29	2809.82	2880.06	2952.07	3025.87	3101.52
67	2674.43	2741.29	2809.82	2880.06	2952.07	3025.87	3101.52	3179.06
68	2741.29	2809.82	2880.06	2952.07	3025.87	3101.52	3179.06	3258.53
69	2809.82	2880.06	2952.07	3025.87	3101.52	3179.06	3258.53	3340.00
70	2880.06	2952.07	3025.87	3101.52	3179.06	3258.53	3340.00	3423.50
71	2952.07	3025.87	3101.52	3179.06	3258.53	3340.00	3423.50	3509.08
72	3025.87	3101.52	3179.06	3258.53	3340.00	3423.50	3509.08	3596.81
73	3101.52	3179.06	3258.53	3340.00	3423.50	3509.08	3596.81	3686.73
74	3179.06	3258.53	3340.00	3423.50	3509.08	3596.81	3686.73	3778.90
75	3258.53	3340.00	3423.50	3509.08	3596.81	3686.73	3778.90	3873.37
76	3340.00	3423.50	3509.08	3596.81	3686.73	3778.90	3873.37	3970.21
77	3423.50	3509.08	3596.81	3686.73	3778.90	3873.37	3970.21	4069.46
78	3509.08	3596.81	3686.73	3778.90	3873.37	3970.21	4069.46	4171.20
79	3596.81	3686.73	3778.90	3873.37	3970.21	4069.46	4171.20	4275.48
80	3686.73	3778.90	3873.37	3970.21	4069.46	4171.20	4275.48	4382.36